Attachment 1: Mid-point Probation Review for Fixed-term Academic Staff – Normal Process

1. **Academic Staff member and nominated supervisor complete Mid-point Probation Review**

2. **Nominated supervisor finds satisfactory progress. Probation continues.**

3. **Nominated supervisor perceives deficiencies in or unsatisfactory performance**
   - Recommendation forwarded to NHOS (or equivalent) for endorsement
   - NHOS (or equivalent) may request further information
   - Recommendation forwarded to Executive Dean (or equivalent) for action
   - Executive Dean (or equivalent) may request further information
   - Executive Dean (or equivalent) endorses assessment of unsatisfactory performance and recommendation for non-confirmation of appointment

4. **Executive Dean (or equivalent) determines that probation should continue**
   - Consideration of the recommendation is managed in accordance with clause 6.10 of the Agreement and forwarded to relevant member of Senior Executive

5. **Academic Staff member notified of outcome**